

Workforce, wages

(number)	Total workforce	of which:	
		Total fixed-term contracts	Total foreign workforce
2009 Average workforce	V15		V985N
- of which: blue-collar and apprentices	V16		V033N
Workforce at end of year	V205	V800	
Hirings	V22	V802	V986N
Terminations	V23		
2010 Average workforce	V24		V987N
- of which: women	V24D		
- of which: blue-collar and apprentices	V25		V034N
- of which: % obtaining tax relief on overtime or productivity bonuses.....	<input type="text"/> <input type="text"/> <input type="text"/> %		
Workforce at end of year	V206	V801	
Hirings	V31	V803	V988N
Terminations	V32		
2011 Average workforce (projection)	V611M		



Workforce

Temporary job contracts signed with employment agency or other forms of collaborations which do not constitute dependent employment have to be considered only where is specified.

Average workforce in the year. Average number of workers (blue-collars, apprentices, white-collars, managers) in the firms during respectively 2009, 2010 and 2011. Please include in the figures the owner or the partners if they work in the firm. The figures are inclusive of the workers with a fixed-term contracts and the subsidized short-time workers (CIG). For the part time and seasonal workers, please multiply the corresponding number of workers by the fraction of the year in which they work. The subsidized short-time workers should be considered wholly in the figure.

Workforce at end of year. Number of the workers in the firms at the end respectively 2009, 2010 and 2011. Please consider the definition of worker mentioned at the previous item.

Worker that use the tax exemption for extra hours and/or for the productivity's salary (*salario di produttività*). Please report the amount of workers that use this law in terms of the share of the 2010 average workforce. In this year it is still in force (law decree 185/2009) a preferential taxation both for overtime pay, specific firm's incentives and performance-related pay. The tax reduction can involve a maximum of 6 thousand of gross salary. A worker is eligible to this tax incentives if he works in a private sector and if in 2009 he/she earned a gross salary less than 35 thousand.

Fixed-term contracts. Trainee, seasonal, temporary and substitution contracts fall into this category. Please exclude from this figure all the workers for whom the company does not pay social security taxes or a salary (stages, free traineeship).

Hirings in the year. The total number of workers hired during the year, including temporary workers, and apprenticeship. Each renewal, extension or change (e.g. a modification of a fixed-term in a open-term contract) has to be considered as an hiring. Please exclude from this figure all the workers hired for a merge or an acquisition.

Termination in the year. Total number of workers whose job contacts were terminated during the year for any reason. For each renewal, extension or change (e.g. a modification of a fixed-term in a open-term contract) has to be considered a corresponding termination. Please exclude from this figure all the workers involved in spin-off.

Please note that the difference between the worker at the end of 2010 and the corresponding at the 2009 has to be equal to the balance between hiring and termination.

Can you tell us the percentage of your staff at the end of 2010 that had university or higher training?⁽¹⁾. Please include fixed-term and part-time employees.

% of university graduates among entrepreneurs, senior managers, junior managers, clerical workers **V082**, | | %

% of university graduates among production workers and apprentices..... **V083**, | | %

Legend: (1) All university degrees: regular, three-year, advanced, master's, doctorates, etc.

Only if the projected workforce in 2011 is less than in 2010:

How do you intend to reduce staff? (no more than 2 answers) 1st method **V035 N** 2nd method **V036 N**

A

Legend: (1=freeze labour turnover (not replace voluntary terminations, e.g. retirement, change of job decided by worker); 2=voluntary resignation incentives; 3=individual or collective dismissals; 4=non-renewal of fixed-term contracts)

	2009	2010
Total hours worked by payroll employees	V18A	V27A
	2009	2010
Percentage of overtime in total hours worked	V804, %	V805, %

Total hours effectively worked. Total hours worked, ordinary and extra hours, by the employees.
Total hours of Wage Equalization Fund. Total working hours covered by the Wage Equalization Fund, in both the ordinary and non ordinary components and both for blue and white-collars.
Extra time hours (expressed as percentage of the total hours effectively worked). Please report the working hours in excess to the number definite in the contract, even if it are not paid.

Has the firm signed a supplementary company-level labour contract or work agreement since 2005 **SC11** yes no


ONLY firms that answered 'yes' to the question above should answer the following questions.

In what year did the firm sign the last supplementary contract/agreement? **SC12**

Does this contract/agreement entail any changes in organization? **SC13**..... yes no

What type of pay increase does the contract envisage? **SC14**

(1=pre-arranged; 2=partially variable according to firm's performance; 3=wholly variable according to firm's performance; 4=other (e.g. associated with a specific change in organization))

 Percentage of **employees belonging to a trade union** in 2010 (end of year) %

Wages and salaries in 2010

Total gross annual wages per capita (€)

Minimum national contract wage

(approximate per cent of total)

Blue-collar/apprentices	Clerks/managers	Overall average
SC5	SC6	SC7
<input type="text" value="SC8,"/> %	<input type="text" value="SC9,"/> %	<input type="text" value="SC10,"/> %

National contract minimum wage. Please report the percentage of the total wage which derived by the national contract. It includes minimum base salaries, cost-of-living allowance, Christmas bonus, additional month bonuses, the annual increment, lunch tickets, overtime pay and night work bonus.

Wages: it includes the employee social security and fiscal taxes; it does not include all the payments made by the firm on behalf of INPS or of the other national insurance funds.

Gross fixed investment in Italy

(Please express amounts in € thousand; enter 0 for no investment)

Expenditure on tangible assets	2009	2010	2011 projection
- property	V291	V292	V294
- of which: hardware	V001	V002	V003
Total expenditure on tangible assets	V200	V202	V203
Total expenditure on software & databases	V810	V811	V812
Expenditure on R&D; design and test products		V451AN	V814AN

Gross fixed investment (monetary values expressed in thousand euros).

Gross fixed investment: refers to the acquisition of fixed capital to the firms asset in the reference period. **The fixed capital** consists in **capital goods, software, database and mineral exploitation** that derives from a production process and can be used repeatedly in the production of goods and services for more than one year. In the gross fixed investment is included the depreciation.

The acquisition includes:

- a) **Preventive and proactive maintenance** and the share of the corrective maintenance, invoiced by the suppliers, that could be capitalised by law;
- b) **Production and repair** of own capital goods made by the firm and capitalised it.

Investments for tangible goods includes the acquisition of:

- a) **Real properties** includes the plants under construction and new-built and the expenditure for the renovation of already existed plants; please exclude from the figure grounds and the used *residential* buildings. The investment in plant under construction is equivalent to the sum of the received invoices during the reference period from the contractors and/or the value of the plant construction built directly by the firm.

b) **Plants, tools and machinery.** For the under construction item, please report only the corresponding value of the sum of the received invoices during the reference period from the contractors and/or the value of the capital good directly set-up by the firm.

c) **Vehicles.**

Expenditure in investments in the 2010 for physical second-hand assets: this item refers to the purchase of goods, invoiced in 2010, that was before used by other companies in their production process. Please do not include in the expenditure neither the purchase of second-hand land and residential buildings, nor the goods involved in a company's merge or acquisition.

Investments for software and database. This item includes:

a) **Software: please include also if the software was realized in house;** in this case the development should be valued at an estimated price or, if it is not possible, at its production cost. Please report in the figure also the expenditure for database that was used in the production for more than one year.

b) **Mineral exploitation:** it includes also the test drilling, survey flights or other survey, transportation cost.

Please eventually include copyright protected entertainment, literary and artistic originals: movie, audio record, manuscript, model, etc.

Please do not include patents, marketing and advertising costs in the investment.

Total expenditure for tangible goods, software and database and mineral exploitation in the 2009 and in 2010: in case of capital contribution or merge the investment does not include the value of the fixed capital incorporated for these reasons.

Total expenditure for tangible goods, software and database and mineral exploitation in the 2011: please report the monetary expenditure that the firm plan to spend during the 2011. In case that the firm made a split or a merger on 31-12-2010 and the two firm are separately collected, please the projection for the 2011 has to include also the plants hived-off or acquired. If the firm has planned in the 2011 to acquire new productive units, please do not include its value in the planned investment for this year.

Expenditure on R&D, market research, design and test products: please include in the expenditure R&D and market research both the purchased services from an external company and the one developed in house; please exclude any costs for software development and expenditure on education and training.

Energy Investment (thousand €)

Investments to improve energy efficiency (replacing electric motors, adopting energy saving light bulbs, insulation work, etc.)


2009	2010
V058	V059

Turnover, prices and operating result

Turnover (€ thousand)

Turnover from year's sales of goods/services
- of which: exports

2009	2010	2011 (proj.)	2011/2010 projection
V209	V210	V437	<input type="text"/> <input type="text"/> V539, <input type="text"/> %
V211	V212	V438	(a) Calculate: (turnover 2011/2010-1)*100

 **Turnover of sales of goods and services during the year.** Please include revenues from: the sale of goods and/or services of the company, work performed for third parties, revenues of products sold without further processing by the company, sales of industrial services. The sentence "of which: export" refers to the part of the turnovers in thousands of Euro sold in foreign countries.

2010/2009

2011/2010 projection

Average annual percentage change in selling prices of goods and services ☞ Italy and abroad

V220A, % (b) V440, %

The projected **percentage change 2011/2010** in turnover, adjusted for the percentage change in prices, is approximately (sign and % change): V540, % (calculate (a) - (b))

Please give a **range around this figure**, i.e. a forecast of minimum and maximum turnover, adjusted for changes in prices

Min. (sign and % change) V541, % Max. (sign and % change) V542, %

What percentage of your sales in 2010 went to Italian or foreign medium-sized or large firms (at least 200 workers)?..... V093, %

What percentage of your purchases of raw materials and semi-finished products in 2010 came from Italian or foreign medium-sized or large firms (at least 200 workers)?..... V094, %

Please describe the firm's **operating result** for 2010? V545 1 Large profit 2 Small profit
 3 Broad balance 4 Small loss 5 Large loss

Financing

Please indicate whether during 2010, at the interest rate and collateral terms applied to your firm, you wanted to increase your debt with banks or other financial intermediaries

F153 yes no

If yes **to the previous question, please say whether:**

1. you were willing to accept more stringent loan terms (e.g. higher interest rate or more collateral) in order to increase the amount of borrowing F154 no yes
2. in 2010, did you actually apply for new loans from banks or other financial intermediaries F155 no yes

If yes **to question 2, indicate whether:**

- you received the amount requested F156 no yes
- you were granted only part of the amount requested F157 no yes
- you were given no loan because the financial intermediaries contacted were not willing to grant the loan F158 no yes
- no loan was obtained for other reasons (e.g., cost or collateral considered to be excessive) F159 no yes

If **no to 2, indicate why:**

- we didn't contact banks or other intermediaries because we were convinced they would reject the application F160 no yes
- other F161 no yes
(specify) **F161A** _____

In 2010 did your creditors ask you for early repayment of loans granted in the past? F162 yes no

How did the firm's overall borrowing conditions change between the first and the second semester of 2010⁽¹⁾

- a - general conditions F163
- b – specific aspects:
- b.1 - interest rates F164
- b.2 - other costs (banking fees, etc....) F165
- b.3 - amount of collateral required F166
- b.4 - access to new financing F167
- b.5 - time necessary to obtain new funds F168
- b.6 - complexity of information needed to obtain new funds F169
- b.7 - requests of reimburing previously granted loans beforehand F170

Legend: (1) 1=they became worse; 2=no change; 3=they became better; 8=not applicable.

Adjusted for normal seasonal variations, please indicate your demand for bank credit compared with the previous half-year and give your forecast for the next half-year (consider the total amount of bank debt desired, regardless of the amount actually granted by intermediaries)⁽¹⁾

2nd half 2010/1 st half 2010	forecast 1 st half 2011/ 2 nd half 2010
F171 <input type="checkbox"/>	F172 <input type="checkbox"/>

Legend: (1) 1=sharp contraction; 2=moderate contraction; 3=broadly unchanged; 4=moderate increase; 5=sharp increase; 8=not applicable.

Only if your loan demand changed (answer 1, 2, 4 or 5 to the above)

What are the main factors determining changes in your demand for bank loans?

(for each half-year, indicate at most two factors as most important)⁽¹⁾

2 nd half 2010	forecast 1 st half 2011
<input type="checkbox"/>	<input type="checkbox"/>

a - change in funding requirement for fixed investment	FI73	<input type="text"/>	FI79	<input type="text"/>
b - change in funding requirement for stocks and working capital.....	FI74	<input type="text"/>	FI80	<input type="text"/>
c - change in funding requirement for debt restructuring	FI75	<input type="text"/>	FI81	<input type="text"/>
d - change in self-financing capacity	FI76	<input type="text"/>	FI82	<input type="text"/>
e - change in other forms of borrowing (non-bank credit, bond issues, etc.)	FI77	<input type="text"/>	FI83	<input type="text"/>
f - other factors	FI78	<input type="text"/>	FI84	<input type="text"/>

(specify) FI7884A _____

Legenda: (1) 1=per nulla rilevante; 2=poco rilevante; 3=abbastanza rilevante; 4=molto rilevante.

Did your financial management involve the use of financial derivatives in 2010

(e.g. futures, swaps, and the like)? yes no

In 2010, did you try to restructure the **bank debt**? **FI41** yes no

If yes, please report if (choose only one item between a1, a2, a3):

a1 - a debt restructuring plan was agreed FI42	<input type="text"/> yes	<input type="text"/> no
a2 - a debt restructuring plan is currently under negotiation FI43	<input type="text"/> yes	<input type="text"/> no
a3 - attempt to reach an agreement with the banks did not succeed FI44	<input type="text"/> yes	<input type="text"/> no

and, moreover, if:

b - the company has obtained access to the "debt moratorium" (agreement of 3/8/2009) **FI45** yes no

In case a debt restructuring plan was agreed (answer "Yes" to the preceding question a1), which of the following terms were stipulated (one answer for each item)?

a - respite of payments for capital or interest instalments FI46	<input type="text"/> yes	<input type="text"/> no
b - lower contractual interest rates FI47	<input type="text"/> yes	<input type="text"/> no
c - partial credit waiver FI48	<input type="text"/> yes	<input type="text"/> no
d - grant of new credit FI49	<input type="text"/> yes	<input type="text"/> no
e - modified collateral structure FI50	<input type="text"/> yes	<input type="text"/> no
f - firm's restructuring (e.g., transfer of assets, significant changes in the firm's strategy) FI51	<input type="text"/> yes	<input type="text"/> no
g - capital issues on the shareholders' part FI52	<input type="text"/> yes	<input type="text"/> no

PART G – Trade Credit

Trade credit

Amount at the end of year
(thousand euros).....

Total of Italy		Of which: general government	
2009	2010	2009	2010
C1P	C1N	C1PA	C1NA

Please refer to the average in the year

Contract term (in days)

C2P	C2	C2PA	C2A
<input type="text"/> C6P, %	<input type="text"/> C6, %	<input type="text"/> C6PA, %	<input type="text"/> C6A, %
C7P	C7	C7PA	C7A

Share collected with deferment (%) ...

Average length (in days)

Trade credit's amount at the end of year: please express the amount including the allowance for doubtful accounts.

If the total for Italy is 100, please report the distribution in percentages of:

	Turnover	End of year trade credit	
	2010	2009	2010
Firms and households	<input type="text"/> C105, %	<input type="text"/> C110, %	<input type="text"/> C115, %
General government			
National department.....	<input type="text"/> C106, %	<input type="text"/> C111, %	<input type="text"/> C116, %

Regions	C120,	%	C121,	%	C122,	%
Municipalities.....	C107,	%	C112,	%	C117,	%
Local health departments and hospitals	C108,	%	C113,	%	C118,	%
Other government agencies.....	C109,	%	C114,	%	C119,	%
Total for Italy	100	%	100	%	100	%

Sub-contracting

Did your firm produce under a sub-contracting arrangement in 2010?..... SUB2 yes no

If so

What percentage of your sales in 2010 was under sub-contracting and how has the share changed between 2007 and 2010?

What percentage of your sub-contracting sales consisted in exports How did it change between 2007 and 2010

About how many customers for your sub-contracting output did you have in 2010?

How did the number change between 2007 and 2010?

2010	2007-2010 ⁽¹⁾
V995, %	SUB36
SUB13, %	SUB37
(unità) SUB35	SUB38

Legend: (1) 1=sharp decrease; 2=decrease; 3=stable; 4=increase; 5=sharp increase; 8=not applicable (firm did not produce under sub-contract in 2007).

Please compare your sub-contracted products in 2010 with those in 2007; on the whole they were: ⁽¹⁾

SUB39
| |

Legend: (1) 1=similar, belonging to the same product sector; 2=different but belonging to a related product sector; 3=totally different, belonging to a completely different sector; 8=not applicable (no sub-contracting product in 2007).

The features of your subcontracting products in 2010 are mostly: ⁽¹⁾

SUB40
| |

Legend: (1) 1=determined by your firm and proposed to customers; 2=agreed with customers; 3=determined by customers and proposed to you.

What percentage of your purchasing was under subcontract in 2010 and how did it change between 2007 and 2010?.....

2010	2007-2010 ⁽¹⁾
V997, %	SUB41

Legenda: (1) 1=sharp decrease; 2=decrease; 3=stable; 4=increase; 5=sharp increase; 8=not applicable (no sub-contracted purchasing in 2007).

Sales under subcontract: defined as sales of products made to customer specifications.

A Network contracts, science and technology parks, technology districts

At present, does your firm have active network contacts (Law 33 of 9 April 2009)?..... RPD1 yes no

If so, in what year did you sign your most important collaboration contract?

RPD2
| |

Network of firms. This is a form of contractual coordination designed above all for small and medium-sized firms that want to increase their market strength without merging or coming together under the control of a single firm. With a networking contract two or more firms commit to joint exercise of one or more economic activities within their respective business purposes in order to increase their capacity for innovation and their competitiveness. The networking contract may be a public act or an authenticated private agreement; it is entered in the register of firms of the place where the contacting firms have their legal offices.

Does your firm belong to a science and technology park?..... RPD3 yes no

If so, which: RPD3A _____

If so, since what year?..... RPD4
| |

Science and technology park. Instituted in the 1990s with funding from the Ministry for Universities and Scientific Research or the European Community Structural Funds. The objective of the parks is to conduct, promote and coordinate research activities between the research community (universities, research centres, training institutions) and the business world. Each park focuses on specific themes (e.g. environment, biotechnologies, telecommunications, hi-tech multimedia).

Does your firm belong to a technology district? RPD5 sì no

If so, which: RPD5A _____

If so, since what year? RPD6 _____

Technology district. Instituted at the proposal of a region through a protocol of understanding with the Ministry for Universities and Scientific Research. A subsequent planning agreement specifies the activities of the parties involved. The main activities are: industrial research for large firms and pre-competitive development for SMEs; specialist training in the district's areas of competence; territorial marketing; attraction of investment, including venture capital; internationalization of firms.

Patents and trademarks

A

From 2008 to 2010, did your firm take any of the following actions?:

- file for a patent, register an industrial design or trademark, file for copyright BRM1 yes no

From 2008 to 2010, did your firm engage in any of the following?:

- production process innovation BRM2 yes no

- organizational and operational innovation BRM3 yes no

- product innovation BRM4 yes no

A

Impediments to innovation

How important were the following impediments to innovation for your firm **between 2008 and 2010?**
(1)

- limited internal or intragroup funds OSTIN1

- limited access to external funds (banks and other intermediaries) OSTIN2

- lack of skilled staff OSTIN3

- high initial cost of facilities for innovation OSTIN4

- limited information on public research patents and/or innovative products of other firms OSTIN5

- need for collaboration agreements with outside firms/institutions for innovation OSTIN6

- state of legal protection for innovation in Italy OSTIN7


Legend: (1) 1=not at all; 2=relatively unimportant; 3=fairly important; 4=very important; 8=not applicable.

How would you rate the effort involved in completing the questionnaire?

modest average large excessive

V980N

Comments V981:



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Thank you for participation